

IOE PROGRAMME OF WORK ON YOUTH EMPLOYMENT

Youth employment is high on the agenda of employers' organizations throughout the world. In a great number of countries, young people are finding it more and more difficult to enter the labour market - and this risks not only placing social peace in danger but also represents an obstacle to individual development and to the development of society as a whole.

IOE member organizations are aware that youth unemployment is, among other factors, the reflection of an unfavourable economic situation which cannot be resolved without a global increase in employment. To achieve this, it is indispensable to promote an appropriate macro-economic, educational, administrative and legislative framework which encourages employment creation. Employment is not created by legislation or regulations.

Education, be it public or private, as well as vocational training, play a crucial role in enabling young people to enter the labour market and embark upon their adult life.

It is essential therefore:

as regards professional qualifications :

- to ensure that, when young people leave school, they possess qualifications and skills which are adapted to the needs of the economy;
- to ensure that vocational training and guidance systems are adapted to the requirements of the labour market in order to facilitate the entry of young people into working life.
- to encourage greater participation by enterprises and employers' organizations in determining the programmes and contents of education and vocational training as well as their implementation.

as regards the employability of young people:

- to identify and eliminate the obstacles to hiring young people, especially those of a legislative, administrative or statutory nature;
- to recognize that enterprises play an active role in the provision of continuous training to young people;
- to encourage young people to develop attitudes corresponding to the changing needs of the economy for new skills;
- to enhance the image of the enterprise as well as that of entrepreneurship vis-à-vis young people, in order to encourage them to create their own enterprises;
- to encourage employment service agencies, public and private, to provide young people with easy access to the labour market;
- to take the necessary measures to facilitate the creation and viability of SMEs and to improve competitiveness and investments, in order to promote employment-creating economic development, especially for the young.

The **International Organisation of Employers** proposes to develop a specific youth employment action programme, through:

- exchanging information and making data concerning youth employment available to its members;
- organizing a debate on youth employment at the next General Council meeting;
- fostering, in cooperation with ACT/EMP, discussion at the sub-regional and regional level, on issues concerning youth employment;
- supporting and actively participating in the ILO action programme on youth unemployment;
- urgently requesting that a general discussion on youth employment be placed on the agenda of the International Labour Conference with a view to drawing up an international strategy in this area.

Geneva, 2 June 1997